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women&work

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MARCH 1986

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LABOR SECRETARY BROCK CALLS 1986
'WATERSHED YEAR' FOR WOMEN

The "compelling needs" of working women and their families are getting unprecedented attention in 1986, Secretary of Labor William E. Brock said, predicting a 'watershed year' for this growing segment of American society.

In a statement observing Women's History Week, March 2-8, the Labor Secretary said society's need for both stability in the family and equality in the workplace is as significant today as the issues which spurred the women's suffrage movement earlier in this century.

Already this year, Brock said, "we have witnessed unprecedented national attention given the problems confronting countless women in their dual role as breadwinner and homemaker."

Noting that women account for 42 percent of all American workers and that almost 50 percent of all married women in the U.S. are in the labor force, Brock said the media have focused particularly on the social and economic problems of black American families. "A woman's ability to seek, find and hold a job looms large in that struggle," he said.

Over the past 65 years, the U.S. Labor Department's Women's Bureau has reflected the problems and concerns of women workers in its programs, Brock said. Since first helping to unmask the sweatshops of the 1920s, the Bureau has shifted its focus to new challenges of the 1980s. These include child care, pregnancy disability, and the problems of displaced homemakers, single household heads and teenaged mothers, he said.

The Labor Department and the Bureau of National Affairs will cosponsor a conference on April 14-15 in Washington, D.C. on "Work and Family: Seeking a New Balance." This will serve as a national forum for addressing social and economic problems confronting parents in the labor force, the Secretary said.

"With so much attention brought to bear on work-family issues, 1986 promises to be a turning point in our quest to strengthen the social fabric which interweaves work and family needs," Brock said.

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MARCH 1986

TEENAGE MOTHERS AND DROPOUTS TO BE HELPED BY FEDERALLY FUNDED YWCA JOB PROJECT

WASHINGTON -- Teenage mothers, high school dropouts and other young women with job market disadvantages will be assisted by a joint pilot project of the U.S. Department of Labor's Women's Bureau and the Young Women's Christian Association (YWCA) of the U.S.A.

Under terms of a one-year, $150,000 contract, the YWCA will develop model programs in Boston and Miami, each serving approximately 20 women.

Gwendolyn Calvert Baker, executive director of the national board of the YWCA, identified the project's target groups as "low-income women, 16 to 21 years of age, who are either unemployed, underemployed, pregnant, parenting teenagers, single heads of households with dependent children or without a high school diploma."

She said the project will include elements of personal counseling, remedial classroom instruction, job skills training and support services such as referrals for assistance with child care, housing, food procurement, medical services and mental health consultation.

Participation in the two pilot projects is scheduled through August 1986. The contract includes research and evaluation activities.

In Boston, the YWCA employment project will focus on adolescent mothers and will serve 20 participants. The YWCA's Boston Branch Executive Director Juanita Wade said that in addition to job training, the new Boston program will include counseling for the young women, their families, peers and other people important in their lives. Remedial education will include business, mathematics and literacy instruction and will be geared toward attaining General Educational Development (GED) certification.

Beverly Phillips, executive director of the YWCA of Greater Miami and Dade County, cited three distinguishing features of the new project: (1) it is open exclusively to women, (2) it is multi-ethnic, and the mix of cultural backgrounds in one program will be evaluated, and (3) the new program offers flexibility to change benchmarks as evolving needs dictate.

Participants in Miami will be enrolled in GED training after assessment and testing. Life management courses and individual coaching will be provided. "We must help participants continue to want to achieve," said the YWCA Miami Project Director Modeste Jackson. "Our goal is to see that each participant is employable when she leaves the program."

Additional information about the pilot projects can be obtained from the Human Resources Division of the YWCA of the U.S.A., in New York City; (212) 614-2786.

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MARCH 1986

LABOR DEPARTMENT TO COSPONSOR
NATIONAL CONFERENCE ON WORK AND FAMILY LIFE

WASHINGTON -- The first national industrial relations conference focusing on the interrelationship between work and family life will be cosponsored by the U.S. Department of Labor on April 14-15 here.

The conference will bring together corporate and union representatives, industrial relations professionals, family advocates, and government officials to discuss emerging issues in reconciling the demands of work and family life.

Secretary of Labor William E. Brock will give the keynote address at 9:15 a.m. on April 14. Following his speech, participants will see the premiere of a documentary film produced for the conference entitled Work and Family: Walking the Tightrope.

The featured luncheon speaker will be Thomas R. Donahue, secretary-treasurer of the AFL-CIO. Robert F. Dee, chairman of the board of the National Association of Manufacturers, will give the luncheon speech on April 15.

Panel discussion groups on the first day will focus on issues such as the linkages between family and workplace changes; alternative work patterns in large corporations, small businesses, and the public sector; and differing perspectives on work and family life.

Among the participants on these panels will be Janet L. Norwood, commissioner of the Labor Department's Bureau of Labor Statistics; Alexis Herman, chairperson, National Commission for Working Women; John Kelly, president, Office and Professional Employees Union; Jan Erteszek, chairman of the board, Olga Company; John Sweeney, president, Service Employees International Union; and Bengt Lindquist, assistant minister, Swedish Ministry of Social Affairs.

The closing address will be given at 4:45 p.m. by Colleen Dewhurst, president of the Actors' Equity Association.

On April 15, participants will discuss balancing the costs and benefits of alternative work patterns, child care issues, parental leave policies, new directions in collective bargaining and labor-management relations, and employee assistance programs.

Among those participating on these panels will be Karen Ignagni, assistant director for safety, health, and social security at the AFL-CIO; Joyce Miller, vice president, Amalgamated Clothing and Textile Workers Union; Douglas Fraser, former president, United Automobile Workers Union; and John D. Carter, director of employee services, IBM.

The Honorable James R. Thompson, governor of Illinois, has been invited to give the closing address at the conference at 4:30 p.m. on April 15.

The conference will be held at the Loews L'Enfant Plaza Hotel in Washington. It is cosponsored by the Labor Department's Bureau of Labor-Management Relations and Cooperative Programs and the Bureau of National Affairs, Inc. in cooperation with the AFL-CIO and the National Association of Manufacturers.

Registration for the conference is $100. Hotel reservations, if necessary, must be made separately.

For more information about the conference, contact Nancy Sainburg of BNA on (202) 728-3371.

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MARCH 1986

LABOR DEPARTMENT TO COSPONSOR
CHILD CARE CONFERENCE

WASHINGTON -- A one-day seminar on employer sponsored child care will be held on March 25 at Wayne State University's McGregor Conference Center in Detroit.

"The intent of the conference," according to Marlynn Levin, conference coordinator, "is to deal with the issues and the options of concern to the people who have to make the decisions on providing child care to employees."

The conference will cover child care options available to business, existing programs, a cost/benefit analysis, tax benefits for employers, legislation and insurance issues.

Co-sponsors include the U. S. Labor Department's Women's Bureau, the Merrill-Palmer Institute, the Michigan Office of Women and Work, and the Greater Detroit Chamber of Commerce.

"The Women's Bureau and the Labor Department are at the forefront of efforts to provide quality child care for working parents. Employers who have embarked on programs such as these are finding that such efforts accrue tremendous benefits and are well worth pursuing," said Sandra K. Frank, regional director of the Women's Bureau in Chicago.

Speakers include U.S. Senator Donald W. Riegle Jr., Doug Ross, director of the Michigan Department of Commerce, and Dana Friedman, senior research fellow, the Conference Board, New York City.

Other co-sponsors of this conference are the Michigan's Women's Commission, the New Center Area Council and the Child Care Coordinating Councils of Detroit, Wayne and Oakland County.

The conference will be limited to 150 participants and the fee is $200. For further information write Marlynn Levin, Merrill-Palmer Institute, Wayne State University, 71-A East Ferry, Detroit, MI 48202.

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MARCH 1986

LABOR DEPARTMENT TO HOLD FEDERAL WOMEN'S WEEK BREAKFAST APRIL 11

WASHINGTON -- The U.S. Department of Labor will wind up its observance of Federal Women's Week at a breakfast at 8:30 a.m. April 11 at the Quality Inn on Capitol Hill in Washington, D.C.

Awards will be presented to women employees and managers from the department, according to Elaine Murrell, Federal Women's Program manager.

Personal Achievement Awards will go to women who have proved themselves outstanding role models in their work for the department, and Impact Awards will be given to selected managers from department agencies whose actions have had positive impact on improving the status of women in department employment.

Theme of this year's Federal Women's Week observance will be: Commitment to Excellence: Blueprint for Success, Murrell said.

Several other events are being planned for the week, which starts April 7.

# # #

MARCH 1986

LABOR DEPARTMENT EMPLOYEE
HAS HER EYE ON THE FUTURE

WASHINGTON -- Barbara Jackson is a woman with her eye on the future. She is the first black woman in the U.S. Labor Department's Office of the Inspector General (OIG) here to pass the Certified Public Accountant (CPA) exam while employed with that office, and her plans don't stop there.

"I want to go as far as I can," said Jackson, who is an auditor and the national training coordinator for audits in the OIG's office.

Jackson came to the Labor Department in 1980 as a field auditor in the Chicago region. Prior to that she was with the State of Michigan's Department of Treasury, the Seagrams Company and Arthur Young and Company.

Jackson set her goals on becoming a certified public accountant during high school, in the 1960s. At that time, she realized her decision was a long shot at a nontraditional career for a woman, but she was determined to see it through.

"Somebody once told me if I was going to be an accountant, I should be the best one I could. That meant becoming certified, so that's what I decided to do," Jackson said.

Jackson's quest to attain her goal did not come without personal and professional sacrifices.

"Money is not the only motivator for me," Jackson says, "I want to be included in decisions and to have a say in what is done. I want to be a manager.

"I had to work hard to become something, and I am proud of that," Jackson acknowledged. "And when I know that I am an asset to my profession; that alone will open doors for me."

A native of Brooklyn, N.Y., she attended New York City Community College and earned her bachelor's degree in accounting from Medger Evers College in New York. She is a member of the Association of Government Accountants.

When time permits, Jackson serves as a volunteer for the Arena Stage Theater in Washington, D.C. She also enjoys several hobbies which include a variety of crafts, ceramics and macrame.

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APRIL 1986

WOMEN'S BUREAU TARGETS HISPANIC HIGH SCHOOL STUDENTS FOR PILOT PROJECT IN CHICAGO

CHICAGO -- Female Hispanic students at Chicago's Orr Public High School are receiving a strong dose of career orientation and motivation thanks to a pilot project sponsored by the U.S. Department of Labor's Women's Bureau in Chicago.

The project, Enrichment for Latinas Leading to Achievement (ELLA), is an effort to increase the percentage of Hispanic junior and senior women at Orr who graduate and enroll in post-secondary training.

"The main focus of the ELLA program," according to Nancy Abbate, director of Youth Service Project, Inc., a youth community program in the Humboldt Park neighborhood in Chicago which operates the pilot-project, "is to expose young girls to Hispanic career women and to motivate them to finish high school and pursue a formal education or training beyond high school in nontraditional careers such as medicine and law enforcement."

The components of the ELLA program include: life/career counseling and planning; guest speakers from business, media, and private industry; field trips to universities, banks, and conferences; parent-youth gatherings; and other productive and positive social activities such as participating in an investment club where the girls learn how to handle money and how money is handled in a business setting.

The project began at the start of the 1985-86 school year and currently has about 50 young women participating. While some activities are intended to motivate participants, those enrolled have already shown a definite interest since ELLA is a self-selecting program. In fact, interest in the program is growing so rapidly that ELLA hopes to serve about 100 Orr students by the end of the school year.

Social gatherings which feature a career or education topic are held quarterly with the parents and the extended families. Involving the parents is considered crucial because, as Abbatte explains, "the extended family plays a major role in the Hispanic culture and if the girls are to explore more education and non-traditional female careers they must be supported by their families."

The ELLA program also conducts motivational seminars where the girls receive individual counseling on finishing high school, making college and career plans and on any problem they may be experiencing.

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"It is an extremely successful program," said Dr. Kenneth Van Spankeren, Orr high school principal. "It's giving Hispanic females an opportunity to explore professional careers."

"I think this program is unique because we target Hispanic high school women. The ELLA participants receive a sense of identity about themselves and their cultures while exposing them to nontraditional careers," said Abbate.

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APRIL 1986

SIX WOMEN NAMED TO LABOR DEPARTMENT'S
FEDERAL WOMEN'S PROGRAM ADVISORY COUNCIL

WASHINGTON -- The U.S. Department of Labor's Federal Women's Program (FWP), a special emphasis program designed to increase job opportunities for women, has named six new members to its advisory council.

In announcing the new appointments, Elaine B. Murrell, the department's FWP coordinator, said the new advisory council members have "unique skills and abilities that will enhance and contribute to the overall effectiveness of the Federal Women's Program in the Labor Department."

The new members are D. Faye Ellis, Sandra Johnson, Alice McKenzie, Ludmilla Murphy, Brenda Murray and Velma Speight.

The Federal Women's Program Advisory Council and its members manage FWP activities in the department's agencies. These activities include sponsoring programs designed to improve the employment status of federally employed women and initiating programs designed to introduce these women to educational and training opportunities which prepare them for promotions up to and including executive level positions.

In addition, council members work closely with personnel and equal employment opportunity managers to establish and ensure that guidelines are established regarding the consideration of women for positions that are available in the department.

D. Faye Ellis, a disclosure reporting specialist with the Office of Labor Management Services (OLMS), joined the Labor Department in 1972. She began her federal career in 1968. Prior to that she served in the U.S. Army for three years. As the FWP manager for OLMS, Ellis plans to sponsor several seminars and workshops, including sessions on women entreprenuers and risk taking. She is a native of Farmville, N.C.

Sandra Johnson, a processing assistant with the department's International Labor Affairs Bureau, joined the Labor Department in 1967. The Washington, D.C., native has a bachelor's degree in public administration from the University of the District of Columbia and is a member of the American Society for Public Administrators.

Alice McKenzie, a native of Newport News, Va., has been with the federal government and the Labor Department since 1969. She is a supervisory personnel management specialist with the Employment and Training Administration (ETA). She attended college for two years and has completed further study in the area of personnel management. As the FWP manager for ETA, one of her first projects will be to offer seminars on employment benefits in the area of automatic data processing (ADP).

Ludmilla Murphy, a labor economist with the Bureau of Labor Statistics (BLS), joined the federal government and the Labor Department in 1970. She has a bachelor's degree in economics from the University of Connecticut and a master's degree from the School of Advanced International Studies at Johns Hopkins University. As the FWP co-manager for BLS, she has sponsored speakers who have discussed subjects ranging from the women's movement in other countries to child care programs.

(more)

Brenda Murray joined the Labor Department in 1971. She is a management analyst with the Office of the Solicitor. As the FWP manager for her agency she plans to reestablish a framework for activities and programs that will benefit the women in her agency. A native of Norfolk, Va., she is a graduate of St. Augustine College, Raleigh, N.C.

Velma Speight is a supervisory auditor in the Office of the Inspector General. She began her federal career in 1968 and joined the Labor Department in 1970. She has a bachelor's degree in accounting from North Carolina A & T University, Raleigh, N.C. She is a member of the Association of Government Accountants and Alpha Kappa Alpha Sorority, Inc. She is active in various community organizations and serves as a den leader for the Cub Scouts and is treasurer of the P.T.A. She is a native of Kinston, N.C.

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APRIL 1986

BROCK ANNOUNCES $108.7 MILLION
FOR SUMMER YOUTH PROGRAM

WASHINGTON -- Secretary of Labor William E. Brock has announced the allocation of an additional $108.7 million to provide summer employment, training and education services for economically disadvantage youth, including young women.

The funds are in addition to $661 million already allotted on a formula basis.

The funds announced today are in addition to $661 million already allotted on a formula basis.

"Teens without skills or experience can't get a foothold on the first rung of the employment ladder," Brock stated. "We want to give them the opportunity to learn valuable skills to compete in the job market."

Young Americans now suffer an unemployment rate over two and one-half times that of adults. "The funds we are adding today will help underwrite the additional cost of literacy and job training," Brock added.

Funds are administered to states under Title II-B of the Job Training Partnership Act (JTPA) for the Summer Youth Employment and Training Program (SYETP). The program provides economically disadvantaged youth with employment and related training and educational services from May through September. Funds are available for basic and remedial education, work experience programs, on-the-job training and supportive employment services.

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APRIL 1986

BROCK ANNOUNCES LITERACY TRAINING
FOR SUMMER YOUTH PROGRAMS

WASHINGTON -- Secretary of Labor William E. Brock has announced plans to enrich the Summer Youth Program with remedial education and vocational training for disadvantaged youth, including young women, particularly in the area of literacy training.

"There are more than five million high school dropouts in this country today, and the situation is not getting any better," Brock said.

Brock added, "This Administration is committed to helping young people prepare themselves for employment. Encouraging them to stay in school is a vital step in this process."

The announcement comes after extensive research that shows youth, particularly disadvantaged youth, lose ground academically during the summer months. When they return to school in the fall, the youth are often well behind their previous achievement levels. The resulting frustration may, in turn, contribute to the high dropout rate among disadvantaged youth who are already considered to be a high risk.

The findings are supported by the fact that high school graduates earn 80 percent more than nongraduates during their first 10 years out of school. The findings also illustrate that dropouts are three times more likely to be unemployed.

"The facts show that high school dropouts lack basic skills required for the job performance," Brock said. "This fact coupled with the lack of credentials almost assures that these youth will not have access to good jobs or possibly any job."

States are encouraged to assess the literacy levels of Summer Youth Program participants to determine whether they meet local education standards. Where youth are found to fall below these standards, they would be enrolled in remedial education training as part of the summer program. Those who meet the educational standards could be enrolled in vocational training.

The training will be administered by States under Title II-B of the Job Training Partnership Act (JTPA), the Summer Youth Employment and Training Program (SYETP). The program provides economically disadvantaged youth with employment and related training and educational services during the summer months. Funds are available for basic and remedial education, institutional and on-the-job training, work experience programs and supportive employment services.

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APRIL 1986

EARNINGS GAP LOWEST FOR HISPANIC
WOMEN IN MANAGERIAL OCCUPATIONS

WASHINGTON -- Hispanic women in managerial and professional occupations had earnings not significantly different from those of other women in 1983 (nearly $18,000), the U.S. Department of Labor reported.

In 1984 the median income of Hispanic women with year-round, full-time jobs was $13,027, compared with $15,422 for all women workers.

The 1984 median income of all employed Hispanic-origin women, 15 years of age and over, was $5,830, compared with the $6,868 income of all women.

These are some of the highlights in a fact sheet, "Women of Hispanic Origin in the United States Labor Force," prepared by the Women's Bureau of the U.S. Labor Department. Single copies of the publication are available from the Women's Bureau, U.S. Department of Labor, Third Street and Constitution Ave., N.W., Washington, D.C. 20210. A self-addressed label will expedite delivery.

# # #

APRIL 1986

LABOR DEPARTMENT EMPLOYEE RECEIVES
AWARD FROM LABOR SECRETARY BROCK

WASHINGTON -- Madeline Coleman, an official of the Labor Department's Office of the Inspector General (OIG), has received a special award from Secretary of Labor William E. Brock for her humanitarian efforts on behalf of a seriously injured fellow employee and his family.

Coleman received the Secretary of Labor's Recognition Award during the department's 73rd Honor Awards Ceremony held here.

The award reads: "For exceptional generosity and self-sacrifice in response to the needs of a fellow employee and his family at the time of critical injury."

A manager with the OIG's Office of Audit, Coleman was among the first to hear of an accident suffered by Joseph Daniel, an auditor with the OIG's regional office in Atlanta.

Daniel was struck by an out-of-control vehicle at Washington, D.C.'s National Airport. He suffered severe head injuries, was rushed to a local hospital and then evacuated to the shock trauma unit at the Washington Hospital Center. His wife rushed to Washington, D.C., that same day, Jan. 14.

By Feb. 10, Daniel had not regained consciousness, but his condition had stabilized so that he could be transferred to Emory University Hospital in Atlanta. His wife had remained with him in Washington during this time.

Upon hearing about the accident, Coleman immediately took the lead in coordinating efforts to assist Daniel and his family, including working with OIG's personnel office, the Office of Workers' Compensation Programs, the Office of the Solicitor and others.

Throughout the four weeks of Daniel's hospitalization here, Coleman spent evenings, Saturdays and Sundays with Mrs. Daniel at the hospital, took her shopping, to church and extended numerous other courtesies to Mrs. Daniel during a most difficult and traumatic experience. When Coleman could not be there herself, she recruited and scheduled other OIG staff members.

The nomination by J. Brian Hyland, inspector general, states, in part, that Coleman's "commitment of her own time and convenience was unstinting...We are all proud to know her and to be identified as her coworkers at the Department of Labor."

Coleman joined the Labor Deprtment in 1963 when she came to the Washington, D.C., area from her native Pittsburgh, Pa.

A program analyst, Coleman began her federal career as a clerk-typist.

She and her husband, Robert Earl, live in Washington, D.C. They have three grown children, Robert Earl III, Gwendolyn and Anthony.

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CHALLENGE IS TO CONTINUE MOMENTUM,
SAYS DONNA ALVARADO, DIRECTOR OF ACTION

WASHINGTON -- Donna M. Alvarado, director of ACTION, told participants at an event marking conclusion of the Labor Department's annual observance of Federal Women's Week that the "challenge is to continue the momentum" generated by events of the week.

"Because women are not a monolithic group and because needs of women in the labor force are so different, depending on age and background, the Federal Women's Week's events and ongoing activities throughout the year are so important," said Alvarado.

"By supporting each other, by strengthening our skills and our resolve, we learn to overcome any obstacle and all the misinformation that impedes women's progress. The challenge is to continue the momentum now: to keep it going all year long," she declared.

Alvarado called on women "to be good at what you do" to strive for excellence. She acknowledged that "there still exists that perception that women have to do a job twice as well."

Expressing confidence that improvement in the status of women will continue, she noted that a recent magazine article pointed out that a common and predominant anxiety among women in the work force, from secretary to chief executive officer, was the fear of becoming destitute, especially in a woman's later years.

As head of ACTION, Alvarado directs the activities of nearly 400,000 Americans who serve as volunteers on programs which help meet basic human needs and support self-help efforts of low-income individuals and communities.

The Presidential appointee was also an official U.S. delegate to the 1985 Nairobi World Conference of the United Nations Decade for Women, an event she described as a "special triumph" for women marked by a great deal of "pulling together."

more

Alvarado said a key element of the conference was informal discussion groups on issues of concern to women such as literacy, women n development, domestic violence, women and children refugees, and special needs of migrant women in the work force.

She said that "one of the greatest accomplishments of Nairobi" was the "coming together" of women to talk about issues of concern to women.

Alvarado said the Labor Department would continue to have a pivotal role in helping women in the work force. She applauded women who have opened doors for other women, and men who help women reach their highest potential.

Secretary of Labor William E. Brock, in his message for the event, said he was proud of the contributions women have made to the department's work and pledged "to continue expanding opportunities for women to achieve their full potential."

Federal Women's Week is observed annually by the Labor Department. It recognizes achievements made by women in the federal sector and brings into focus concerns and challenges of the future.

# # #

MAY 1986

WOMEN, OTHER SHOEWORKERS IN NEW YORK
QUALIFY FOR FEDERAL JOB AID

WASHINGTON -- Secretary of Labor William E. Brock announced that up to 1,020 shoeworkers, including women, at three footwear facilities in New York have been certified as eligible to apply for aid under the Trade Adjustment Assistance (TAA) program.

Certified workers will receive cash benefits, training, job search assistance, relocation allowances and other employment-related assistance under provisions of the Trade Act of 1974.

Workers at Cosmos Footwear Corporation, New York, New York, its sales division, Charter Footwear Corporation, New York, New York, and its manufacturing division, Allegro Shoe Corporation, Little Falls, New York were engaged in employment related to the production of women's footwear.

U.S. imports of women's and misses' nonrubber footwear increased substantially in 1984 and again in 1985. Workers who were totally or partially separated from their jobs at either of these facilities on or before the following dates are eligible for benefits:

PLANT LOCATION	IMPACT DATE
Cosmos Footwear Corp., New York, N.Y. -- 5 workers	Nov. 6, 1984
Charter Footwear Corp., New York, N.Y. -- 5 workers	Nov. 6, 1984
Allegro Shoe Corp., Little Falls, N.Y.-- 1,010 workers	Nov. 12, 1984

The Office of Trade Adjustment Assistance conducted a fact-finding investigation which provided the basis for the certifications.

The program provides cash compensation for a total of 52 weeks at the same rate paid weekly for regular unemployment insurance (UI) in the state of New York. Eligible workers receive 52 weeks of benefits minus the number of weeks for which they may have already collected UI benefits. When enrolled in an approved training program, some workers may be eligible for an additional 26 weeks of benefits.

The employment security agency in New York will administer assistance through local offices.

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MAY 1986

CASIANO TO BE SPECIAL ASSISTANT
WITH ARIZONA STATE AGENCY

WASHINGTON -- Inez Casiano, a career civil servant with the U.S. Department of Labor, has been named special assistant for policy, analysis and development with the Arizona Department of Economic Security.

Casiano, of the Labor Department's Employment and Training Administration (ETA) in Washington, D.C., is scheduled to begin her new assignment in Phoenix around the middle of May.

Casiano said she is looking forward to her new assignment under the Intergovernmental Personnel Act (IPA), describing it as a "true partnership effort which will help achieve mutual objectives of both state and federal governments."

Under the IPA program, federal, state and local governments and other institutions "can share personnel resources and thereby improve their service to the public."

Casiano, a native of New York and long-time resident of the Washington, D.C., area, joined the Labor Department in August 1968. She served on special assignments with the Office of the Secretary of Labor and the White House before joining ETA, where she has held several managerial positions. Before coming to the Labor Department, she served with the Equal Employment Opportunity Commission in Washington, D.C.

In addition to her federal service, Casiano has been active in numerous civic and community organizations.

# # #

MAY 1986

MORALES HONORED BY LABOR DEPARTMENT

WASHINGTON -- Peggy Harris Morales, a personnel management specialist who has long been active in outreach efforts to the Hispanic community, has received the Labor Department's Distinguished Achievement Award for "outstanding" managerial and technical support in planning and implementing a new automated personnel system.

She is the manager of a computerized system for all personnel actions covering some 600 employees within the Office of the Solicitor in the Washington, D.C. metropolitan area.

In addition to Morales, several other employees were honored for their part in the Personnel Management Information System (PERMIS) Work Group. The new system covers all personnel actions on all Labor Department employees nationwide.

Before joining the Labor Department in April 1984, Morales worked with the Departments of the Army and Navy and the Federal Aviation Administration (FAA), all in the Washington, D.C. area, for a combined total of 21 years. While with the FAA, she was active in that agency's Hispanic Employment Program Committee, including service as the committee's secretary for two years.

Morales also participated in FAA's recruitment effort to increase employment opportunities for Hispanics, including an intensified effort to hire Hispanics under an inter-agency Hispanic placement program.

As the new hires joined FAA, most at the entry level of GS-3 or GS-4, she helped them locate housing and get acquainted with the transportation system and extended other courtesies to help them adjust to their new environment.

"I became a surrogate mother to many of the new hires," says Morales. She called her participation in that recruitment effort a "personally satisfying and rewarding experience." She said she has taken extreme pride in seeing the career advancement of these individuals and maintains close contact with many of them.

Morales continues her volunteer service to the Hispanic communities, primarily in Maryland and nothern Virginia, helping individuals prepare their applications for federal employment, commonly known as the SF-171, as well as providing job referrals.

A native of Lookout Mountain, Tenn., she graduated from Edmonson Business College in Chattanooga, Tenn.

Morales and her husband, Federico, a computer systems analyst with FAA, live in Waldorf, Md., with their six-year old son, Lucas. A son, Bruce, and daughter, Cheryn, are in college.

# # #

MAY 1986

LABOR DEPARTMENT'S DAY CARE DIRECTOR DISCUSSES
'MONTH OF THE YOUNG CHILD' OBSERVANCE

WASHINGTON -- As Celia Boykin peers through an observation window in the day care center at the U.S. Department of Labor's headquarters here, she waves at the two-year olds who are at play and admits that each child makes her job interesting "because they are so unique."

Boykin is the director of the department's day care center, which has a total of 90 children enrolled.

"We educate young children here," Boykin said. "We are not a babysitting service. Our staff is trained to understand the developmental needs of children and thereby offer them appropriate activities for the particular age, whereby the children can be challenged in areas that increase basic learning and social skills."

Boykin and her staff are recognized by the National Association for the Education of Young Children, which observed the "Month of the Young Child" in April.

In addition to the month long observance, day care centers across the country held special week long observances called "The Week of the Young Child." The Labor Department's center marked that observance with a special reception, open house, an exhibit of the children's art and the releasing of over two thousand balloons to acknowledge the observance.

Boykin said the entire observance "was primarily a time to focus on the needs of young children and the importance of early childhood education."

She noted that it was also a time to educate the public about the changing role of day care.

The Labor Department's center is not unique. Perhaps a dozen federal departments and agencies have day care centers but the Labor Department's center is one of the oldest, having started in 1968, initially as a demonstration project.

The department donates the office space and provides maintenance but the center is otherwise run solely by a parents' association, and parents pay the other costs.

Boykin admits that her job has its challenges, the major ones being "to continue to promote a quality educational program, seeing that each child is being challenged maximally and seeing that parents are learning parenting skills as they work with us in providing education for their children."

Boykin is excited about what she does. As she walks through the center the children run to greet her and share hugs and kisses with her.

"How can you call this work?" Boykin asks. "I call them my fan club. If I get up in the morning and I don't feel well, as soon as I walk through the door I feel their excitement and I'm rejuvenated."

Boykin has been director of the center since August 1985. Prior to that she taught in the public schools of the District of Columbia.

She is a graduate of Virginia State College and has studied at the University of Dijon in France, through Georgetown University. She has a master's degree in preschool administration from Trinity College, Washington, D.C.

Boykin has been a lecturer in early childhood education at the University of the District of Columbia and Trinity College here.

She is a member of the Washington Association for the Education of Young Children and the Washington Child Development Council.

She is married and has three children.

###

MAY 1986

HISPANIC WOMEN MAKE GAINS IN JOB MARKET;
REMAIN LOWEST PAID AMONG ALL WOMEN

WASHINGTON -- Despite job gains during the last decade, the unemployment rate for Hispanic women remains about 3.5 percent above that for all women.

This is one item from a fact sheet issued by the U.S. Labor Department's Women Bureau, "Women of Hispanic Origin in the United States Labor Force." Other highlights include:

-- the unemployment rate for Hispanic women, 11.1 percent in 1984, fell by almost 2 percent during the last decade, but it remains about 3.5 percentage points above that for all women.

-- Cuban women have achieved the most significant reduction in unemployment. In 1976 their jobless rate was almost 1.5 percentage points higher than that for all women; by 1984 their rate had declined to almost 1 percentage point lower than that for all women (7.6 percent) and for all U.S. workers (7.5 percent).

-- Hispanic women have completed fewer years of school than all women, but this gap is narrowing primarily because younger Hispanic women are completing more years of school.

-- In March 1985, median years of school completed by Hispanic women in the labor force were 12.3, a slight increase over 12.1 years in 1975; median educational attainment of all women in the labor force was 12.8 years in 1985.

-- Although 21 percent of Hispanic women workers have completed 8 years or less of school, there is a continuing increase in the proportion of those who graduate from high school and those who complete college.

Free single copies of Fact Sheet No. 85-11, "Women of Hispanic Origin in the United States Labor Force," are available from the Women's Bureau, U.S. Department of Labor, 3rd & Constitution Ave., NW, Washington, D.C. 20210. A self-addressed envelope will expedite delivery.

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MAY 1986

RAPID GROWTH EXPECTED IN COMPUTER-RELATED JOBS,
NEW OCCUPATIONAL OUTLOOK HANDBOOK REPORTS

WASHINGTON -- Of the 10 occupations expected to grow fastest in the years ahead, five are computer related, according to information compiled for the 1986-87 Occupational Outlook Handbook published by the Bureau of Labor Statistics of the U.S. Department of Labor. The number of computer programmers and systems analysts is each expected to climb about 70 percent in the decade ahead, repairers of data processing equipment by more than 55 percent, and computer operators and peripheral equipment operators, each by about 45 percent.

In announcing the new edition of the Occupational Outlook Handbook, Commissioner of Labor Statistics Janet L. Norwood cautioned those choosing careers that employment growth or decline is only one factor to consider in choosing a career with a good future.

"Each year the Bureau gets numerous requests for information on fast growing jobs," Norwood explained. "That's an important key to employment prospects, but an equally important question is 'What is the competition for the available openings?' That's where the Handbook can be particularly helpful to job seekers. It evaluates many factors--openings, employment growth, job competition, employee turnover, technological change, for example--in assessing job prospects through 1995 for each of 200 occupations at all skill levels."

Norwood also pointed out that the Handbook answers another important question on the minds of people planning careers: "What is the average pay?"

The 1986-87 Handbook notes, for example, that although computer jobs are growing rapidly, employers are becoming increasingly selective about whom they hire. The number of college graduates with computer training has more than tripled in the past 7 years, and, according to the new Handbook, graduates of 2-year programs in data processing and people with less than a 2-year degree or its equivalent in work experience face stiff competition for programming jobs. Earnings for programmers averaged about $500 a week in 1984.

The Handbook indicates that many jobs will grow only moderately in the years ahead but, because of their prevalence in the economy, will provide many more openings than less prevalent jobs growing at a fast rate. Among jobs with the largest number of openings expected are cashier, registered nurse, janitor, truck driver, and waiter and waitress. According to the Handbook, both full- and part-time job prospects will be good in all five of these occupations except truck driver, where low formal training requirements and good wages combine to generate strong competition for openings.

Published every 2 years, the Occupational Outlook Handbook is one of the Nation's most widely-used career guidance publications. It is a well-thumbed reference in both libraries and career counselors' offices. The 532-page 1986-87 Handbook has been updated to reflect changes in the economy and job outlook since the last edition. The information is based on analysis of the vast amount of data collected by the Bureau and other governmental and private agencies and extensive interviews with employers, educators, professional associations, unions, and trade groups. For each of the 200 occupational areas discussed in detail, information is included on:

more

- What the job is like
- Working conditions
- Personal qualifications, training, and educational requirements
- Chances for advancement
- Future job prospects
- Earnings
- Related occupations requiring similar abilities
- Where to write for additional information

In addition to detailed occupational statements, an introductory chapter, "Tomorrow's Jobs", gives an overview of the expected employment situation through the mid-1990's. Other chapters give sources of additional career-oriented materials from private and public organizations and sources of state and local job outlook information.

The 1986-87 Occupational Outlook Handbook (BLS Bulletin 2250) costs $20 ($23 for a durable hardcover copy). It may be purchased from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 or from The BLS Publications Sales Center, P.O. Box 2145, Chicago, Ill. 60690. Payment or GPO deposit account number must accompany the order. All checks or money orders should be made payable to the Superintendent of Documents. Those ordering directly from the Superintendent of Documents may use VISA or Master Card. (Include card number and expiration date.)

# # #

6/1/86

women&work

NEWS
from the
UNITED STATES
DEPARTMENT OF LABOR
Office of Information
and Public Affairs
Washington, D.C.
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JUNE 1986

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June 1986

ADDRESSING PROBLEMS OF YOUTH UNEMPLOYMENT
A 'HIGH PRIORITY,' SAYS SEMERAD

WASHINGTON -- Dealing with the serious problems of youth unemployment is one of Secretary of Labor William E. Brock's highest priorities, and the U.S. Labor Department is moving on a number of fronts to address the issue, a high-ranking Labor Department official said.

Roger D. Semerad, assistant secretary of labor for employment and training, in prepared remarks before the House Subcommittee on Employment Opportunities, said that unemployment is a "particular problem" for a hard core of poor, minority school dropouts.

"The causes of the youth unemployment problem are varied," Semerad added, "but being poor, minority or a dropout puts you in a different category and makes you susceptible to persistent, long-term joblessness."

Semerad said the nation could not allow high youth unemployment to continue, warning it could result in the creation of a permanent social underclass, an even greater drain on public expenditures, and a "tragic loss of human potential."

He added: "I do not believe that as a society we can afford to let this happen," listing actions the department is taking to address high youth unemployment:

-- working with other federal agencies to develop a range of cooperative ventures for unemployed youth;

-- identifying practical models for attacking unemployment and encouraging employment and training managers to implement these models;

-- consulting youth experts from around the country about youth unemployment and solutions to the problem;

-- proposing to target the Summer Youth Employment and Training Program to areas with concentrations of disadvantaged youth;

-- emphasizing remedial education and literacy training in the summer program for those who do not meet minimum standards.

Semerad said that, of the $3.7 billion available for the Job Training and Partnership Act (JTPA), $3 of every $5 spent are devoted to youth.

Programs serving disadvantaged youth include title II-A, which includes a requirement that 40 percent of each Service Delivery Area's funds be spent on youth; the Summer Youth Employment and Training Program, the Job Corps, the Native American and Migrant and Seasonal Farmworkers Program, and pilot and demonstration programs focusing on youth, Semerad said

# # #

JUNE 1986

WOMEN, OTHERS PARTICIPATE IN NEW JERSEY REEMPLOYMENT PROJECT

WASHINGTON -- Secretary of Labor William E. Brock has announced that the New Jersey Unemployment Insurance (UI) Reemployment Demonstration Project began enrolling participants on May 19, 1986. The project will enroll approximately 10,000 UI claimants, many who are women, over a one year period.

This project is designed to test UI's ability to identify future exhaustees early in the claims process and three types of reemployment assistance that are not now provided to recipients on a regular basis:

- o Job search assistance (JSA)
- o JSA plus training and relocation
- o JSA plus a cash bonus after reemployment

In addition, all participants will receive testing, assessment and counseling services.

"Changes in the labor market and an ever increasing need to better utilize our resources, have raised the question of whether roles other than the traditional one might be appropriate," Secretary Brock said. "I believe the best approach to finding more creative ways to speed a return to work of dislocated workers before they exhaust their UI benefits lies in carefully designed demonstration projects."

The services will be offered to randomly selected UI claimants who are served by ten New Jersey offices: Burlington, Butler, Bloomfield, Elizabeth, Hackensack, Jersey City, Newark, Paterson, Perth Amboy and Woodbury.

The project is being operated under a cooperative agreement between the U.S. Department of Labor and New Jersey Department of Labor. It has the cooperation of several New Jersey agencies, including the Unemployment Insurance (UI), Employment Service (ES) and Job Training Partnership Act (JTPA) programs.

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JUNE 1986

OSHA RECOGNIZES FEMALE EMPLOYEES
AT AGENCY'S ANNIVERSARY OBSERVANCE

WASHINGTON -- Over 30 female employees were recognized for service to the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) during the agency's observance of its 15th anniversary held here.

All of the employees have been with OSHA since it was formally created April 28, 1971.

Each of the employees received a certificate of appreciation in recognition of their 15 years of service to the agency.

Secretary of Labor William E. Brock, in his remarks at the program held in Washington, D.C., noted that the agency had formerly been criticized for nitpicking. He told OSHA employees, "You've developed a reputation for fairness, for cooperation, for seeing both sides of a problem and seeking a good solution.

"Your commitment and dedication to safety and health is one of the strengths of this department," Brock said.

Brock added that he expects the agency to focus on establishing priorities for developing safety and health standards and on speeding up the standard setting process in the future.

# # #

JUNE 1986

WOMEN, OTHERS IN FIVE STATES TO RECEIVE
DISLOCATED WORKER AID

WASHINGTON -- Secretary of Labor William E. Brock announced a total of $1,853,800 in grants to dislocated workers, including women, in Colorado, Indiana, Iowa, Montana and New York.

The workers in Indiana, Iowa and New York are unemployed due to mass layoffs and plant shutdowns. In Colorado and Kansas, farmers and ranchers have lost their land and family farms due to adverse economic conditions.

Funds are authorized under Title III of the Job Training Partnership Act (JTPA) and will provide the dislocated workers with training and other supportive services to re-enter the work force.

"JTPA provides the resources to help those who find themselves in the midst of a changing economy," Secretary Brock stated. "We are committed to assisting them in their efforts to seek new opportunities."

The Colorado Department of Labor and Employment will receive $700,000 to assist up to 636 farmers and ranchers displaced from family farms throughout the state. The Displaced Farmer Project will provide classroom instruction, on-the-job training and correspondence courses, or training specifically directed to identified employers. Employability Development Plans will be prepared after counseling and testing. Those found job-ready will be enrolled in Job Search activities and direct placement.

The Indiana Interlocal Association will receive $350,000 to assist up to 175 Firestone Corporation workers displaced by mass layoffs. The areas affected include Marion, Madison, Grant, Cass, Fulton, Howard, Miami, Tipton, Wabash, Boone, Hamilton, Hancock, Hendricks, Johnson, Morgan and Shelby counties. Workers will receive basic education and General Equivalency Diploma (GED) classes to upgrade skills, counseling, on-the-job and classroom training, job search assistance, transportation, child care and minor medical services.

Iowa's Laborer's District Council Heavy Highway Training Fund will receive $253,800 to assist up to 260 unemployed construction workers. The Iowa Toxic and Hazardous Waste Employment and Training Program will develop a curriculum designed to train the laborers to handle, control, remove and dispose of toxic and hazardous waste.

The Montana Farmers Union will receive $250,000 to assist up to 400 farmers and ranchers throughout the state who have lost or will lose their land due to adverse economic conditions. The project includes a program of counseling, job search assistance and limited on-the-job and classroom training.

-more-

The New York (Seneca County) Dislocated Worker Resource Center will receive $300,000 to assist up to 300 workers laid off from the Phillips ECG plant in Seneca Falls. The Finger Lakes, Cayuga, Cortland, and Thompkins Service Delivery Areas will operate a project designed to provide outreach, recruitment, assessment, job placement, follow-up services, relocation assistance, and other supportive services. Workers will also receive training opportunities in business, health transportation, construction and metal occupations. The areas affected include Seneca, Wayne, Ontario, Yates, Cayuga, Tompkins and Cortland counties.

The dislocated worker program aids workers who have been, or are about to be, laid off due to technological change, foreign competition or permanent closing of a plant or facility. Training is also provided for workers who are unlikely to return to their previous occupation or industry, with little prospect for local employment or reemployment.

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JUNE 1986

MEXICANS LARGEST SUBGROUP
AMONG HISPANIC WOMEN IN UNITED STATES

WASHINGTON -- There were 5.7 million Hispanic women in the United States in 1984, and women of Mexican ancestry represented the largest subgroup, numbering 3.2 million, the U.S. Department of Labor reports.

Puerto Rican origin women followed, with 862,000; Cubans, 426,000; and the remaining 1.2 million were of other Hispanic descent, primarily from Central and South America.

These are some of the highlights in a publication of the Labor Department's Women's Bureau, "Women of Hispanic Origin in the United States Labor Force."

According to the publication, of the 49.7 million women in the civilian labor force in 1984, 2.8 million were of Hispanic origin.

Of the 2.8 million Hispanic origin women workers, 58 percent were of Mexican origin, 11 percent of Puerto Rican ancestry, 8 percent of Cuban ancestry, and 22 percent of other Hispanic origin.

About 50 percent of all Hispanic women were in the labor force in 1984, a rate somewhat lower than the 54 percent rate for all women.

This overall rate conceals differences among the various Hispanic ethnic groups and mainly reflects the rate for women of Mexican origin.

Women of Puerto Rican origin had the lowest rate, 38 percent, compared with 55 percent for Cuban women and 51 percent for Mexican women.

Single copies of the fact sheet, "Women of Hispanic Origin in the United States Labor Force," are available from the Women's Bureau, U.S. Department of Labor, Third Street and Constitution Ave., N.W. Washington, D.C. 20210. A self-addressed lable will expedite delivery.

# # #

JUNE 1986

WOMEN, OTHER SHOEWORKERS IN NEW YORK
QUALIFY FOR FEDERAL JOB AID

WASHINGTON -- Secretary of Labor William E. Brock announced that up to 1,020 shoeworkers, including women, at three footwear facilities in New York have been certified as eligible to apply for aid under the Trade Adjustment Assistance (TAA) program.

Certified workers will receive cash benefits, training, job search assistance, relocation allowances and other employment-related assistance under provisions of the Trade Act of 1974.

Workers at Cosmos Footwear Corporation, New York, New York, its sales division, Charter Footwear Corporation, New York, New York, and its manufacturing division, Allegro Shoe Corporation, Little Falls, New York were engaged in employment related to the production of women's footwear.

U.S. imports of women's and misses' nonrubber footwear increased substantially in 1984 and again in 1985. Workers who were totally or partially separated from their jobs at either of these facilities on or before the following dates are eligible for benefits:

PLANT LOCATION	IMPACT DATE
Cosmos Footwear Corp., New York, N.Y. -- 5 workers	Nov. 6, 1984
Charter Footwear Corp., New York, N.Y. -- 5 workers	Nov. 6, 1984
Allegro Shoe Corp., Little Falls, N.Y.-- 1,010 workers	Nov. 12, 1984

The Office of Trade Adjustment Assistance conducted a fact-finding investigation which provided the basis for the certifications.

The program provides cash compensation for a total of 52 weeks at the same rate paid weekly for regular unemployment insurance (UI) in the state of New York. Eligible workers receive 52 weeks of benefits minus the number of weeks for which they may have already collected UI benefits. When enrolled in an approved training program, some workers may be eligible for an additional 26 weeks of benefits.

The employment security agency in New York will administer assistance through local offices.

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JUNE 1986

BLACK WOMAN SUPERVISES IN
MALE-DOMINATED FIELD

WASHINGTON -- "When you're a black woman who gives the orders in a typically male-dominated field, you're bound to encounter some problems," said Audrey C. Johnson, an employee with the U.S. Department of Labor here.

Johnson is a space management specialist for the department. She is responsible for supervising office moves and renovations, preparing renovation layouts and floor plans, working with contractors and craftsmen, preparing cost estimates and handling interior design projects.

"I've encountered problems on several jobs, particularly when I started out," Johnson said. "The problems were not so much because I was a woman, but because I was a black woman, and I was giving the orders.

"There have also been times when a contractor has questioned my judgment, and I realized it had nothing to do with my ability to manage or supervise the project," Johnson said.

During those times, Johnson said she would let the contractor know that the job would be done her way or not at all, "and it worked."

Johnson didn't plan on a career in space management. She began her federal career in 1962 with the U.S. Postal Service as a clerk-typist. Her career goal at that time was to be a secretary.

Johnson joined the Labor Department in 1966 as a secretary in the space management division. In 1975, management placed her in the Upward Mobility Program as a space management trainee. In time, through specialized training and hard work, she became a space management specialist.

"I laugh when I think of some of the things I've had to do in order to get a job done," Johnson recalled. "I have spackled and sanded walls for painting, pulled up old carpet, hung pictures and moved and set up furniture by myself.

"But I like my job because it's a challenge," she said. "It's a challenge in the sense that I have to deal with different types of people, personalities and work assignments. And it's a challenge because you have to pay particular attention to so many details in order to get the job done correctly."

Johnson feels that other women, especially black women, should pursue careers in non-traditional fields. The work is demanding but worth it, she said.

# # #

LEGAL LINE

Leading Pay Bias Case Settled at Bargaining Table

A leading pay equity case which captured national attention was settled at the bargaining table in the waning hours of 1985.

The state of Washington, nine individual plaintiffs and the union representing them, settled a 1982 lawsuit in which the state was charged with sex-based wage discrimination.

The so-called "eleventh hour" settlement allowed parties to benefit from funds which the state legislature appropriated in 1985 for use in comparable pay increases if a negotiated settlement of the suit was reached before Jan. 1, 1986.

The case was based, in part, on a 1974 state-commissioned study which showed that employees in female-dominated jobs (at least 70 percent female) received about 20 percent lower pay than employees in male-dominated jobs for work receiving the same number of job evaluation points for knowledge and skills, mental demands, accountability and working conditions.

In 1983, the state legislature passed legislation requiring annual increases in salaries and compensation "solely for the purpose of achieving comparable worth" and providing that comparability be fully achieved no later than June 30, 1983.

If approved by the state legislature and the courts, the settlement ultimately would amount to $46.5 million during the first 15 months of the agreement and $10 million on July 1 each year thereafter through 1992.

Under the settlement agreement, the wage gap between male-dominated and female-dominated state job classifications would be lessened but not eliminated. Selected state job classes would receive salary increases ranging from 5 to 20 percent. Examples of affected job classes are hospital attendants, attendant counselors, clerk typists, word processor operators, clerk stenographers, job interviewers, financial services technicians, caseworkers, cooks, laundry workers, custodians and library technicians. The initial salary adjustments were to take effect April 1, 1986.

Based on other legislative provisions, the state has contracted with the Center for Women in Government in Albany, N.Y., for a study to review the methodology of the management-consultant firm which conducted the original 1974 study, update job class specifications for all job classes with incumbents that have not been reviewed for the past five years, develop a new benchmark and indexing structure which reflects the evaluated worth of the job classes, and evaluate the job class specifications for the implementation of comparable worth.

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women&work

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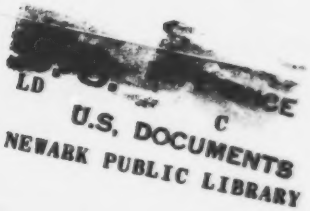

JULY 1986

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JULY 1986

PAULA V. SMITH IS NEW
WAGE AND HOUR ADMINISTRATOR

WASHINGTON -- Secretary of Labor William E. Brock has sworn in Paula V. Smith as the 15th wage and hour administrator in the U.S. Labor Department.

She will be responsible for enforcing the Migrant and Seasonal Agricultural Worker Protection Act as well as various federal wage and hour laws under the Fair Labor Standards Act (FLSA). The FLSA sets minimum wage, overtime pay, child labor and record-keeping standards. She will also be responsible for enforcement of the Service Contract Act and the Davis-Bacon Act.

The Wage-Hour Division is part of the department's Employment Standards Administration.

Before joining the Labor Department, Mrs. Smith served in the governor's cabinet as the Director of the Missouri State Department of Labor and Industrial Relations. She was also the manager of professional training and development for Trans World Airlines, Inc. (TWA). She was associated with TWA for over 20 years, rising through the ranks from customer services specialist.

# # #

JULY 1986

BROCK/BOWEN ANNOUNCE JOINT PROJECTS
FOR DISADVANTAGED YOUTH, DISABLED

WASHINGTON -- Two federal agencies have announced a joint working initiative totalling $8.13 million to promote the social and economic self-sufficiency of disadvantaged youth and persons with severe disabilities.

Labor Secretary William E. Brock and Health and Human Services Secretary Otis R. Bowen, M.D., said their departments will join with several community organizations and private foundations to provide funding for over 76 innovative community and four state projects.

The four state projects are located in Arizona, Maine, Oklahoma and South Carolina. States with community projects are: California, Delaware, Florida, Illinois, Indiana, Louisiana, Montana, New Hampshire, New York, Ohio, Oregon, South Carolina, South Dakota, Tennessee, Texas and Wisconsin. Two projects are headquartered in the District of Columbia. Additional project sites will be identified at a later date.

The projects will improve linkages between social services, education, training and jobs programs at the local level in order to help school dropouts, welfare recipients, teen parents and persons with developmental disabilities.

"Communication and coordination between agencies which serve the same segment of the population is minimal and often non-existent," Secretary Brock said. "This agreement is the first of its kind to help eliminate duplication, increase efficiency, and ultimately, lower the cost of our programs." Brock added that the federal government will take a leadership role in this effort but "the real job must be accomplished at the state and local level, where the population is actually being served."

Secretary Bowen said, "We must all work together in order to provide opportunities for disadvantaged persons to lead self-sufficient lives. This public/private partnership effort will help us test and replicate innovative programs to promote the self-sufficiency of both youth and disabled persons."

The announcement reflects a mutual commitment by the Department of Labor and the Department of Health and Human Services to improve coordination between federal agencies and promote public/private partnerships in order to maximize federal resources.

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JULY 1986

LABOR DEPARTMENT OFFICIAL EXPRESSES VIEWS
ON 'FEMINIZATION' OF HISPANIC WORKFORCE

WASHINGTON -- Hispanic women's increased participation in the workforce over the next 15 years will help improve the economic status of the general Hispanic population, but will also add to the stress and strain on families.

These are some of the views expressed by Fred E. Romero, administrator, Office of Strategic Planning and Policy Development, of U.S. Labor Department Employment and Training Administration.

A former educator, Romero has helped develop and implement federal job and training programs since joining the Labor Department in 1967.

In recent remarks before a national Hispanic organization, Romero said that the substantial numbers of Hispanic women expected to join the workforce would help improve the group's economic standing.

However, "the feminization" of the Hispanic workforce also has a negative aspect, Romero added.

He expressed concern that much of this increased participation would be among women with young children, adding to stress and strain on families.

Major changes have taken place in our society, Romero said.

In 1955, 60 percent of the country's general households consisted of a working father, a housewife mother, and two or more school-age children. That description applied to only 11 percent of households in 1980 and to only 7 percent in 1985.

Citing Census Bureau figures that show 59 percent of children born in 1983 will live with only one parent before reaching 18 years of age Romero said this is now "the normal childhood experience".

He noted that of every 100 children born today:

-- 12 will be born out of wedlock;

-- 40 will be born to parents who divorce before the children reach 18;

-- 5 will be born to parents who separate;

-- 2 will be born to parents of whom one will die before the children are 18, and

-- 41 will live with only one parent before age 18.

more

July 1986

WOMEN IN THE TRADES FAIR HELD IN SEATTLE

WASHINGTON -- Women in the Trades '86, a two-day fair held in Seattle, featured over 50 representatives from the private and public sectors, trade organizations and unions who presented information on career options and apprenticeship programs for women.

The fair included informational booths, panel workshops, hands-on-work demonstrations and films.

The fair has been held annually since 1979 in response to an increasing interest by women in the skilled crafts and trades. It is designed to promote and encourage the employment of women in non-traditional work by presenting information on career options and employment in a variety of non-traditional occupations.

Panel workshops featuring successful women in non-traditional careers attratced participants as they learned first hand how to break the barriers to enter non-traditional occupations.

Hands-on demonstrations provided the participants an opportunity to try skills such as carpentry, horticulture, weatherization techniques, radio broadcasting and law enforcement methods. Policewomen and female firefighters attracted the attention of young women as they demonstrated their skills and shared practical advice for entering their occupations.

The U.S. Department of Labor's Job Corps was represented by female enrollees who explained the program's training opportunities for women in the non-traditional fields.

The Job Corps enrolles also demonstrated their skills in welding, carpentry, painting, weatherization and horticulture.

Sharon Fondue of the Department of Labor's Seattly Women's Bureau summed up the success of the fair:

"Women in the trades '86 recognized women working in a wide range of non-traditional fields and reinforced the commitment to equal opportunity in the skilled crafts and related work. We were successful in providing education and information as well as practical experience for participants of all age groups. Women left the fair with a new awareness of career options."

# # #

The Hispanic family, like the national population Romero said, is being affected by societal changes. In addition, the skills of many Hispanics, as well as other workers are becoming obsolete as a result of structural changes in the nation's economy.

Another social phenomenon which demands immediate attention is the need to improve the educational attainment of Hispanics.

Hispanics barely attain 8 years of school.

Romero said: "If the Hispanic community is to increase its human capital, it has to avoid family disruptions occurring in society at large. The Hispanic family must learn to reconstitute the familial ties it once had.

"The strength of those relationships will help ensure a better chance for educating the children, especially in households where both parents work." More day care and preschool educational programs are needed and these should be more heavily subsidized, institutionalized and regulated, Romero asserted.

He predicted that, as two-career families become less willing to relocate, the demand for part-time jobs, flexible hours and stay-at-home jobs will increase in response to women's needs to integrate work and child rearing.

He also observed that Hispanic women are overrepresented in the high-growth occupations such as service industry and clerical jobs and that Hispanic men are overrepresented in occupations likely to suffer high job losses during the 1980s.

# # #

JULY 1986

BLACK LABOR DEPARMENT EMPLOYEE NAMED DISTINGUISHED ALUMNUS BY NCCU

WASHINGTON -- Dora E. Carrington, a social science advisor with the U.S. Department of Labor here, was named Distinguished Alumnus of 1986 by North Carolina Central University (NCCU) at the university's annual commencement exercises.

Carrington is president of the NCCU alumni association and the first woman to serve as national president of the organization.

A native of Durham, N.C., Carrington received her undergraduate degree from NCCU in 1959. She received her master's degree in business and public administration from Southeastern University in Washington, D.C.

Carrington is employed by the Women's Bureau in the Department of Labor. She began her career with the department 25 years ago as a clerk-typist.

Earlier this year she received the department's Meritorious Achievement Award.

Carrington is an active member of the American Business Women's Association (ABWA) and was recently named one of the top 10 businesswomen of the year by the organization.

In addition to her membership in ABWA, she is a member of Alpha Kappa Alpha Sorority, Inc., Xi Omega Chapter; Federally Employed Women and the National Association of Female Executives.

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JULY 1986

ARAGON FINDS PRIDE, SATISFACTION
IN FEDERAL COMPLIANCE WORK

SEATTLE -- "I take great pride in my work and there is great satisfaction in it," is the way Zelma Aragon describes her job as a compliance officer with the U.S. Department of Labor.

Aragon has worked for the federal government for 25 years, most of them in Seattle. She has worked for the former Department of Health, Education and Welfare, the Army and the Air Force. She also has worked in the Canal Zone.

For the past six years, she has dealt with a variety of wage and hour cases. She has visited commercial, industrial, agricultural and other business establishments to ensure compliance with the federal labor laws. Her annual work load, she says, is some 100 cases, 5 percent of them involving the Migrant and Seasonal Agricultural Worker Protection Act.

In contrast, says Aragon, "about 95 percent of my workload at the Yakima area office involved migrant and seasonal farmworker cases and Spanish was most helpful in serving those workers."

The cases she dislikes most are those in which an employer "locks her out." That's the unpleasant side of a compliance officer's job, she confides.

"Sometimes an employer gets angry," she says. "And then I can't get in to finish auditing payrolls and checking for overtime violations." Eventually, she gets the job done after the employer realizes that the investigation is inevitable and authorized by law.

However, most employers are cooperative and comply with the laws, Aragon says.

She notes that some of the most frequent violations involve tipped employees, employers are allowed to credit portion of workers' tips toward the required minimum hourly wage. Much of her time is also spent on overtime violation.

Born near the Mexican border in Holtsville, Calif., Aragon attended school in Colorado Springs, Colo., married and moved to the Canal Zone. The mother of two and the grandmother of two, Aragon claims she is a homebody who enjoys numerous hobbies ranging from arts and crafts to advanced educational courses and home remodeling projects.

When asked how she copes with all the laws she must enforce, she exlaims calmly that she continuously reviews the laws to stay thoroughly familiar with them.

more

"Of course, the cases that are fast and easy, the ones that are cut and dried and can be finished quickly, are the preferable ones," she said. "But I enjoy the difficult ones as well as the easy ones."

Aragon and the Wage and Hour Division's 900 other compliance officers conducted some 68,000 compliance actions nationwide, last fiscal year. They found $137 million in back pay owed by employers to 486,000 employees.

In 1985, Aragon received the Labor Department's meritorious achievement award. No money, she says, just a certificate. "But I was really thrilled."

Aragon along with other employees in the Seattle area office were recognized for "outstanding performance" in collecting more than $2 million in back wages for 7,728 employees in fiscal year 1984. The Seattle area office covers the states of Washington, Alaska and northern Idaho.

# # #

9/1986

women&work

NEWS
from the
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AUGUST 1986

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U.S. LABOR DEPARTMENT'S WOMEN'S BUREAU

NEW WAGE-HOUR ADMINISTRATOR
HAS IDEAS FOR GETTING THE JOB DONE

LABOR DEPARTMENT'S EUNICE THOMAS
ELECTED PRESIDENT OF ZETA PHI BETA

LEGAL LINE
Group Health Insurance Extended
For Unemployed and Family Members

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AUGUST 1986

SHIRLEY M. DENNIS SELECTED TO HEAD
U.S. LABOR DEPARTMENT'S WOMEN'S BUREAU

WASHINGTON -- President Reagan has selected Shirley M. Dennis, a Pennsylvania state official, to be director of the Women's Bureau in the U.S. Department of Labor.

After the President announced his attention to nominate Dennis to the position, Labor Secretary William E. Brock said she will bring "exciting, experienced leadership to an agency that plays a key role in dealing with the increasingly important issue of work and family relationships.

"The tremendous surge of women into the labor force is one of the most significant changes in our society over the past 20 years," Brock said. "Shirley Dennis' knowledge of family and community issues and her experience in managing a major state agency with community development responsibilities will be a great asset in directing the vital work of the Women's Bureau. She will be a welcome addition to the department's executive staff."

Dennis has been Secretary of the Pennsylvania Department of Community Affairs since 1980. The agency, with a staff of more than 200 and a budget in excess of $180 million, serves as a direct link between the Pennsylvania state government and more than 2,600 local governments. Its programs include local government services, housing and development, community planning, human resources, recreation, and conservation.

As head of the Community Affairs Department, Dennis is secretary of the Pennsylvania Industrial Development Authority and serves on the Governor's Economic Development Committee and Human Resources Committee. Initiatives carried out under her direction have included the Pennsylvania Enterprise Zone Program, a statewide housing policy and weatherization of over 200,000 homes.

Dennis joined the Pennsylvania Department of Community Affairs in 1979, serving first as executive deputy secretary and then as acting secretary before being named to head the agency in April 1980.

From 1971 to 1979 Dennis was managing director of the Housing Association of Delaware Valley, a United Way supported housing research and advocacy agency in Philadelphia. Before that she served as housing director for the Philadelphia Urban League and worked as an equal opportunity specialist for the Philadelphia Redevelopment Authority.

Dennis is chairperson of the National Leadership Conference of Women Executives in State Government and has served on the National Council for a Black Economic Agenda and the Task Force on Youth and Minority Employment.

Dennis, who has a degree in business administration from Temple University, is married and has three children.

Her nomination as Women's Bureau director is subject to Senate confirmation.

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AUGUST 1986

NEW WAGE-HOUR ADMINISTRATOR
HAS IDEAS FOR GETTING THE JOB DONE

WASHINGTON -- Paula V. Smith has one of the best views in Washington of the U.S. Capitol, but she has very little time to enjoy it.

Smith recently became the new administrator of the wage and hour division of the Employment Standards Administration in the U.S. Labor Department. She was nominated by the President and confirmed by the Senate.

Smith, the former head of the Missouri state Department of Labor and Industrial Relations, with a staff of over 1,400 employees nationwide and a budget of $71 million, is now responsible for administering standards and provisions of the Fair Labor Standards Act (FLSA) which covers 73 million American workers.

Smith says that her basic concern is to help people, while fostering the growth of the free enterprise system.

"I'm very high on people issues," she says, "and I'm very cognizant of the needs of wage earners and the rights of employers."

Under the FLSA, the wage and hour division sets minimum wage, overtime pay, child labor and recordkeeping standards for 63 million private sector employees, 7.7 million state and local government employees and 2.3 million federal government employees. It also enforces the Service Contract Act, the Davis-Bacon Act and the Migrant and Seasonal Agricultural Workers Protection Act.

Smith sees her new job as a "challenge," especially when it comes to "doing an effective job with short budgets and managing with less."

Among her priorities, Smith plans to conduct intensive inspections of farm labor camps.

"I want to gain knowledge of the conditions under which compliance officers work and to gain a greater understanding of my responsibility in administering the Migrant and Seasonal Agricultural Workers Protection Act," Smith said.

In addition, Smith says she will "place emphasis on training as a vehicle to productivity improvements," adding that "I'll be big on morale improvement as well."

Smith brings to her new job 20 years of private sector experience and 5 years of serving in the cabinets of two governors as the director of the Missouri State Department of Labor and Industrial Relations, Smith is well prepared to handle the responsibilities of her new job.

"I feel very fortunate to have been selected as the wage hour administrator," she said.

"I consider that to be a real challenge in terms of the size of the responsibility, and I'll just give it my best shot."

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AUGUST 1986

LABOR DEPARTMENT'S EUNICE THOMAS
ELECTED PRESIDENT OF ZETA PHI BETA

WASHINGTON -- Eunice S. Thomas, a special assistant to Secretary of Labor William E. Brock, was elected national president of Zeta Phi Beta Sorority at its annual convention held last month in Anaheim, Ca.

Thomas, who has been a member of the sorority for 20 years, campaigned to increase the number of community outreach projects which Zeta Phi Beta undertakes, especially those for young women and men. She particularly emphasized such areas as literacy and jobs training, family and life planning, and other programs for those who "need not a hand-out but a helping hand."

Thomas cautioned her "sorors," or sorority sisters, "There is much to do, and the need is great, but we cannot allow ourselves the luxury of becoming discouraged."

She called for larger membership, more local chapters and new programs to meet the goal of increased service.

Zeta Phi Beta, which was organized at Howard University in 1920, has 65,000 active members nationwide; Thomas promised to increase that number by 50 percent.

In addition to Zeta Phi Beta, Thomas has been active in the Georgia Heart Association and the National March of Dimes. She served as national director of the Stork's Nest Project, a joint undertaking of the sorority and the National March of Dimes to promote prenatal and newborn health care.

She also served in Zeta's largest region for eight years as its Southeastern regional director, and she was chairman of all regional directors of the sorority.

Born in Orlando, Fla., Thomas was raised in Georgia and Ohio. She received her bachelor's degree from Hampton University, Hampton, Va., and Fort Valley State College, Fort Valley, Ga. In addition to earning a master of education degree from the University of Toledo in Ohio, Thomas attended Western Reserve University in Cleveland and entered the doctoral program at the University of Oklahoma. She also studied at the George Peabody College for Teachers in Nashville.

An educator for many years, Thomas filled a variety of posts as a teacher, counselor, special education instructor, adult education coordinator and assistant high school principal in Georgia.

Thomas is actively involved in a wide range of programs at the U.S. Department of Labor but has particular responsibility for minority and women's affairs.

(more)

She was appointed by President Reagan to serve on the National Advisory Council on Women's Educational Programs (1981-1985) and chaired the council's committee on civil rights.

She has been active in a wide range of political activities in Georgia, including serving as vice chairman of the Muscogee County Republican Party and president of the Republican Women's Club in Columbus, Ga. She has been active in the Georgia Black Republican Council, the Georgia Federation of Republican Women and the Southern Republican Leadership Conference.

Her other affiliations and associations include the Muscogee County Community Relations Commission in Columbus, Ga.; League of Women Voters; National Urban League and Columbus Metro Urban League; National Council of Negro Women and the NAACP. She is also the recipient of numerous awards.

Thomas is married to James N. Thomas, a retired U.S. Army officer who is now a businessman. They reside in Columbus, Ga., and Washington, D.C.

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AUGUST 1986

LEGAL LINE
Group Health Insurance Extended
For Unemployed and Family Members

Under terms of a new federal law, losing a job--or losing an insured family member's health insurance coverage--no longer means immediate loss of group health insurance. Most employers who sponsor group health plans will be required to offer a temporary extension called "continuation coverage."

Extension periods range from 18 to 36 months. Widows, widowers, separated or divorced spouces, and dependent children may be eligible, as well as certain employees and ex-employees. Those choosing continuation coverage may have to pay all or part of the premium--at generally lower group rates--but do not have to produce evidence of insurability.

The new provisions are part of the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), enacted April 7, 1986, and effective from July 1, 1986. They become a requirement for different employers at different time, depending on such factors as the anniversary date of the group plan (start of the plan year) and whether employment is under collective bargaining.

Health plan administrators are required to notify each employee and their spouse of their rights at the time their group plan becomes subject to the law. A proposed "model statement" explaining continuation coverage was issued by the Department of Labor in a June 26 news release to provide some guidance to employers.

Provisions of the new law will be administered and enforced by the Department of Labor, Department of Health and Human Services, and the Internal Revenue Service. The regulations were scheduled to be published in the Federal Register.

Under the law, an employee about to lose coverage because of termination of employment (except for gross misconduct) or a reduction in hours of work may choose continuation coverage for up to 18 months. A spouse or dependent child may continue coverage on the same basis. Group health insurance must be identical to that of similarly situated employees and family members under the plan at the time coverage is being provided.

The spouse of an employee covered by the group plan may choose continuation coverage for up to three years when they would otherwise lose coverage because of the death of the employed spouse, divorce or legal separation, or the spouse's eligibility for Medicare.

A dependent child of a covered employee also has the opportunity to maintain continuation coverage for three years in the event of a parent's death, divorce, legal separation, or eligibility for Medicare, or the child's ceasing to be a dependent under terms of the group plan.

(more)

It is up to the employee or a family member to notify the plan administrator of an event which triggers eligibility for continuation coverage, which includes divorce, legal separation, or a child's loss of dependent status under the plan. The employer will notify the plan administrator of an employee's death, termination of employment or reducti in hours, or Medicare eligibility.

Employees or their family members have at least 60 days, from the date they would lose coverage because of one of these events, to inform the plan administrator that they choose continuation coverage. If continuation is not chosen, the group health insurance coverage would end.

For those who take advantage of continuation coverage, COBRA provides that at the end of the 18-month period subscribers must be allowed to enroll in an individual conversion health plan provided by another insurer.

Continuation coverage may be cut short for any of five reasons: the employer no longer provides a group health benefit, premiums are unpaid, the recipient becomes an employee covered by another group health plan or becomes eligible for Medicare; or a divorced person remarries and becomes covered under the new spouse's group health plan.

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KATHERINE DONAHUE NAMED REGIONAL REPRESENTATIVE TO U.S.
LABOR SECRETARY BROCK IN PHILADELPHIA

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SEPTEMBER 1986

OFCCP DIRECTOR CITES DRAMATIC OUTPUT
BY JOB COMPLIANCE AGENCY DURING PAST 5 YEARS

WASHINGTON -- The Labor Department's Office of Federal Contract Compliance Programs (OFCCP) completed over 3,300 first-time compliance reviews in the fiscal year just ended, compared to less than 500 such reviews in 1981.

That large increase was noted by OFCCP Director Joseph N. Cooper in remarks prepared for a subcommittee hearing before the House Committee on Government Operations. He said, "The output of the agency has increased dramatically in the last five years."

Cooper said the new statistics should dispel OFCCP's past reputation for reviewing the same contractors over and over again. His agency, which enforces equal employment opportunity and affirmative action for minorities, women, the handicapped and disabled veterans, completed about 5,000 reviews during the past year compared to 2,600 reviews conducted in 1980; and it anticipates 5,345 in fiscal 1987. These reviews cover facilities that employ more than three million people.

"Because we are doing our job better," he said, "we are investigating complaints in a timely manner when the facts are fresh and we can obtain the specific information needed to make a determination regarding any violations of the laws and regulations.

Cooper told the subcommittee, "The affirmative action program seeks to eradicate discrimination through the identification and correction of barriers to the employment of minorities and women in all levels of the workforce."

In evaluating a contractor's performance, he said, "OFCCP assesses the degree to which the contractor fulfilled its commitment to exercise good faith effort. Good faith efforts include outreach, training, and recruitment and are designed to expand the pool of qualified applicants."

Cooper explained, "An affirmative action plan is both an analytical and problem-solving document. It is based on the premise that eradicating discrimination and ensuring equal employment opportunity takes analysis of the current workforce, positive action and good faith effort.

"Once a contractor has developed, through affirmative outreach, an expanded pool of qualified applicants, the contractor has an obligation to make selections from the pool of such applicants without regard to race, color, religion, sex or national origin," Cooper said.

# # #

SEPTEMBER 1986

NATIONAL CONFERENCE ON WORK,
FAMILY LIFE RESCHEDULED

WASHINGTON -- The Conference, Work and Family: Seeking a New Balance, has been rescheduled for March 30 and 31, 1987 at the Omni Shoreham Hotel in Washington, D.C., the U.S. Labor Department has announced.

The conference, which had originally been scheduled last April, is being sponsored by the U.S. Department of Labor in cooperation with the AFL-CIO and the National Association of Manufacturers (NAM).

Secretary of Labor William E. Brock will open the meeting with the keynote speech at 9 a.m., Monday, March 30.

Other distinguished speakers include Thomas R. Donahue, secretary-treasurer of the AFL-CIO; Stanley C. Gault, chairman of the board of NAM; and Colleen Dewhurst, president of the Actor's Equity Association. Full program details will be included in a public announcement scheduled for release at a later date.

The two-day event will feature management and labor representatives, family experts, government officials and others who are concerned about the dramatic changes occurring in the labor force and the family.

Registration for the conference is $100. Hotel reservations must be made directly with the Omni Shoreham, Washington, D.C. 20008, (202) 234-0700.

For information about the conference program, please contact Richard Shore, U.S. Department of Labor, (202) 357-0473. For registration information, please contact Patricia Presley on (310) 777-8701.

# # #

SEPTEMBER 1986

PILOT TRAINING PROGRAM TO FOCUS
ON WOMEN VETERANS IN WASHINGTON STATE

WASHINGTON -- In response to the job and training needs of the increasing number of female veterans in the country, the U.S. Department of Labor is awarding a $100,000 grant to the Everett Job Service of Washington State's Employment Security Department to implement a pilot program.

Female veterans will be trained for the specific labor market needs of the Snohomish County area, including the city of Everett. The Employment Service office in that city has already demonstrated success in recruiting, training and placing women veterans.

The program is specifically designed to offer participants both individual and group training as a means of promoting long-term, effective job placements for women veterans.

The Women Veterans Placement Program is a joint undertaking of two Labor Department agencies, the Women's Bureau which is providing $25,000, and the Veterans' Employment and Training Service which is offering $75,000 in Job Training Partnership Act money. The Women's Bureau will supervise the project and provide technical assistance.

Acting Women's Bureau Director Jill Houghton Emery and Assistant Secretary of Labor for Veterans' Employment Training Donald Shasteen hailed the project as a creative response to women veterans' employment needs. The project is expected to provide a model for similar programs in other parts of the country.

Nationwide, women veterans numbered 1.2 million in September 1985 and made up 4.2 percent of the 27.8 million veterans in civilian life. Although women have made gains in the military and the labor force, studies have shown that male veterans are more likely to be employed than female veterans and that female veterans generally make less money and are less likely to have full-time positions than their male counterparts.

Of the 617,422 Washington State veterans identified by the 1980 U.S. Census, 27,290 are women and 2,072 live in Snohomish County.

-more-

Enrollment is already underway for the 40 female veterans expected to participate in the program. All participants will be underemployed or unemployed; personal support service will be provided for them on a case-by-case basis.

Following a 10-week course in life choice and career planning, the women veterans will be offered occupational training in the following areas; automotive maintenance and auto parts sales, fashion merchandising, shipping and receiving, intensive secretarial skills, precision woodworking and industrial aircraft orientation. Length of training ranges from eight to 44 weeks, based on occupational requirements.

Training will be provided through the Everett Community College and the Washington State Employment Security Department and will be coordinated with the Private Industry Council of Snohomish County.

The Women's Bureau promotes employment opportunities for women in the labor force; the Veterans' Employment and Training Service is concerned with the job and training needs of U.S. veterans of all wars.

# # #

SEPTEMBER 1986

SEMERAD ANNOUNCES MAJOR STUDY
OF JOB TRAINING PARTNERSHIP ACT

WASHINGTON -- Assistant Secretary of Labor Roger D. Semerad has announced plans to evaluate the effectiveness of the Job Training Partnership Act (JTPA). Two contracts have been awarded to the Manpower Development Research Corporation (MDRC) of New York City and Abt Associates, Inc. of Cambridge, Mass. to conduct the study.

"Job training programs are a critical investment in the quality of this nation's workforce," Semerad said. "Not only do we need to ensure that our investment is a sound one, but also that participants in the programs are receiving the appropriate training that enables them to become productive workers."

As part of a new Labor Department initiative, the evaluation will focus on the effectiveness of three principle JTPA activities -- on-the-job training, classroom vocational training and job search assistance. There will be a series of field experiments in 20 local areas selected as representative of the JTPA system nationwide. Beginning in the summer of 1987, more than 30,000 individuals will be monitored over the course of the evaluation, with comparisons made between individuals receiving and not receiving services.

Areas will be chosen based on their geographic location, labor market and the demographics of their JTPA-eligible population. Prospective sites will be contacted as the planning phase of the study begins.

MDRC will implement the experiments in the 20 sites. Abt will conduct the surveys and the subsequent analyses of the results. The National Governor's Association, the National Association of Counties and the National Alliance of Business will assist MDRC in implementing the project.

# # #

SEPTEMBER 1986

KATHERINE DONAHUE NAMED REGIONAL REPRESENTATIVE TO U.S. LABOR SECRETARY BROCK IN PHILADELPHIA

WASHINGTON -- Labor Secretary William E. Brock named Katherine B. Donahur, former executive assistant to Sen. John Heinz (R.-Pa), to be his regional representative in Philadelphia.

Donahue, a key aide to Sen. Heinz from 1982-84, begins her new duties immediately. She will represent Secretary Brock in the five mid-Atlantic states and the District of Columbia.

Donahue, of Gibbsboro, N.J., has held a number of legislative and political campaign positions since 1970. She began her career as a legislative analyst for E. I. DuPont deNemours, Inc., in 1967.

As Secretary Brock's regional representative, she will be responsible for the Labor Department's liaison with state and local governments, labor, industry and other public and semi-public groups in Delaware, the District of Columbia, Maryland, Pennsylvania, Virginia and West Virginia. Her headquarters will be at the department's regional office in Philadelphia.

"I am pleased that Kit has accepted this appointment," Secretary Brock said, "for she will bring to the department dedication and a proven talent for getting things done. I fully expect her to make a major contribution toward what I am trying to achieve for American workers at the department."

As a member of Senator Heinz's staff, Donahue was executive assistant and, before that, director of field operations and administration in the People for John Heinz 1982 re-election campaign.

Donahue also served on the staffs of Senator William Scott (R.-Va.) in 1973 and Congressman Page Belcher (R.-Okla.) in 1971-72.

She has a B.A. degree in political science from Pennsylvania State University at University Park (1967).

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OCTOBER 1986

BLS COMMISSIONER NORWOOD REPORTS
ON THE FUTURE OF EMPLOYMENT

LOS ANGELES -- Commissioner of Labor Statistics Janet L. Norwood told a University of California audience that the U.S. economy's ability to adjust to the dramatic changes of the recent past bodes well for the future.

In remarks prepared for delivery to the 40th anniversary convocation of the university's Institute of Industrial Relations in Los Angeles, Norwood, who heads the U.S. Department of Labor's Bureau of Labor Statistics, described changes in the nation's labor force, industry mix, compensation pratices, and industrial relations.

The changes, Norwood said, have both tested and, in some cases, strengthened the economy.

"Unlike many other industrialized nations, we have consistently provided employment for our growing labor force, with job expansion pausing only briefly during recessions," Norwood declared.

"Our economy has absorbed the baby boom generation and the sharp increase in women's labor force participation. This achievement has taken place largely because of the expansion in the service-producing sector.

"Currently, about seven in every ten Americans work in a service-producing industry. Indeed, the service-producing sector has gained nearly 30 million jobs since 1969; in contrast, employment in goods-producing industries is barely above the level at which it stood in 1969," she said.

In reviewing recent changes in union membership totals, Norwood said that "unions have not fared especially well in the last few years." She noted the number of employed wage and salary workers who were union member declined by about 3.1 million between 1980 and 1985; overall wage and salary employment rose by 7 million during the same period.

This combination of membership loss and employment gain reduced the proportion of wage and salary workers who were union members to 18 percent in 1985, the lowest level in the last 50 years, she added.

Continuing, Norwood said: "Part of the membership decline took place in what historically have been important sources of union strength -- the goods producing industries. Membership losses in mining, construction, and manufacturing totalled nearly 2.2 million, far greater than employment loses during this period.

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"During the same period, private service-producing employment expanded by 7.5 million. Yet union membership fell in these industries by nearly 880,000. About half of this loss occurred in airlines and trucking, where nonunion competition that developed after deregulation cut into employment in unionized firms. The proportion of union membership in these industries declined by more than 10 percentage points," she added.

Norwood also reviewed recent changes in compensation practices such as lump sum payments and two-tier wage systems, and in industrial relations. She noted:

-- The BLS Employment Cost Index (ECI), the broadest and most reliable indicator of compensation change, shows a clear slowdown in the rate of increase in worker compensation since the beginning of 1982. The slowdown was widespread, extending to all industry and occupation groups for which data are published in the ECI.

-- In 1984 and 1985, about 1.5 million workers were covered by a major settlement that called for a two-tier compensation system.

"Perhaps the most important outcome of the trying times unions and employers shared since 1982, is the survival of collective bargaining as an institution, demonstrating that it can operate effectively in hard times as well as in good times," Norwood concluded. "In some cases, the new pay arrangements as well as other productivity improvement projects are revolutionizing the traditional attitudes of employers and unions."

# # #

OCTOBER 1986

LABOR DEPARTMENT SEEKS TO INCREASE
NUMBER OF FEMALE MANAGERS

WASHINGTON -- In a effort to increase the representation of women in higher level federal jobs, the U.S. Department of Labor is encouraging its employees to apply for participation in the upcoming session of the Women's Executive Leadership Program.

The program, which is sponsored by the Office of Personnel Management, is designed to to identify and develop talented women who have potential for managerial and executive level positions.

Elaine B. Murrell, the Labor Department's Federal Women's Program coordinator, called the effort an excellent one because "it gives these exceptional employees the opportunity to further utilize their outstanding skills on the executive level, especially minority women."

The 12-month program will provide participants with the training and developmental experiences needed to prepare for future opportunities as supervisors, managers and executives in the federal government.

Program participants will participate in formal classroom training, focus on key executive skills, receive rotational assignments designed to give practical management experience and exposure and participate in a one-week workshop designed to clarify the different roles of the three levels of management.

The program is open to full-time permanent employees, grades GS-9 through GS-12, on a nationwide basis.

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OCTOBER 1986

LABOR DEPARTMENT EXTENDS PUBLIC COMMENT PERIOD
ON PROPOSED INDUSTRIAL HOMEWORK REGULATIONS

WASHINGTON -- The Department of Labor is extending to Dec. 4 the public comment period on its proposed regulations modifying employment restrictions for home workers in six industries.

The proposed regulations were published in the Federal Register of Aug. 21 and provided for a 60-day comment period ending Oct. 20. The Department's decision to accept comments for an additional 45 days reflects the widespread public interest in homeworker employment.

The proposed regulations would permit employers who obtain certificates from the department to employ homeworkers, while employers without such certificates would continue to be subject to the existing ban on employment of homeworkers in certain industries.

The six industries affected by this proposal are: women's apparel; jewelry manufacturing; gloves and mittens; button and buckle manufacturing; handkerchief manufacturing, and embroideries.

Publication of the proposed regulations followed an 18-month review of a certification system in the knitted outerwear industry which was adopted in late 1984 by the Labor Department.

The certification system would allow employers in these industries who obtain certificates and pay their homeworkers proper minimum wage and overtime pay the opportunity to legally employ workers at their homes. However, employers in the six industries who do not identify themselves as homework employers by obtaining certificates could not legally employ homeworkers.

Comments may be submitted to Paula V. Smith, Administrator, Wage and Hour Division, U.S. Department of Labor, Room S3502, 200 Constitution Ave. NW, Washington, D.C. 20210.

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OCTOBER 1986

PATRICIA McNEIL NAMED TO ETA POLICY POST

WASHINGTON -- Assistant Secretary of Labor Roger D. Semerad announced that he has named Patricia Wentworth McNeil as administrator of the Office of Strategic Planning and Policy Development (OSPPD) for the Employment and Training Administration (ETA).

In that capacity, McNeil will direct the long-term operational planning of employment and training policies. She will also oversee policy, research and evaluation systems for the Nation's employment programs.

In announcing her appointment, Semerad said, "Trish brings to the Labor Department an impressive background in employment policy and research. I am pleased to have a person of her caliber and qualifications in this vital role."

McNeil has headed her own consulting firm since 1985. Her clients have included the Great Lakes Employment and Training Association and various congressional committees.

From 1982 to 1985, she was director and chief executive officer of the National Commission for Employment Policy (NCEP). In that position, she planned and managed the commission's annual workplan and research agenda, and spoke to business, labor, education and community groups throughout the country and overseas.

Before that, McNeil served as legislative assistant to the late Congressman William A. Steiger (R-Wis.) from 1967 to 1979.

McNeil received a B.A. degree in political science from the University of Massachusetts at Amherst in 1963. She and her husband, Jerald, have a daughter, Allison, and a son, Patrick.

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OCTOBER 1986

BLACK LABOR DEPARTMENT EMPLOYEE CITED
FOR SERVING AS ROLE MODEL, MENTOR

SAN FRANCISCO -- Bobbie Batton, a black woman employed by the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) here, has been recognized for serving as an outstanding role model and mentor to fellow employees.

Batton received an award from the department's regional Federal Women's Program Committee at its annual luncheon commemorating women's suffrage.

Batton works as a complaint monitor, responsible for screening and the disposition of discrimination complaints that are filed with the OFCCP. During her 30-year federal career, she has received awards for special achievement and superior performance.

Batton said she believes in helping people. She has trained clerical employees in her office to help improve their skills. She works with teenagers in San Francisco's Bayview-Hunter's Point community, assisting them with drug-related problems and teaching them secretarial skills. She also performs volunteer public relations work for the San Francisco Senior Citizens Community Choir.

The Federal Women's Program Committee is a part of the department's equal employment opportunity program. The committee sponsors activities aimed at enhancing employment and advancement opportunities for women.

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DECEMBER 1986

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WASHINGTON-- Shirley M. Dennis, a former Pennsylvania state government official and a strong advocate of Women's issues, has been sworn in as director of the U.S. Department of Labor's Women's Bureau.

She becomes the 10th director of the 66-year-old bureau, which was created in 1920 by an act of Congress to promote employment opportunities for women.

Dennis, who served as Secretary of the Pennsylvania Department of Community Affairs, becomes the chief federal advocate for American working women. Her nomination was announced by President Reagan in July 1986, and she was confirmed by the Senate on Oct. 18, 1986.

Secretary of Labor William E. Brock welcomed her to the Women's Bureau post with words of praise and encouragement. "Shirley Dennis' energy, creativity and experience will make a unique addition to the Labor Department and the efforts we are making on behalf of women in the labor force," Brock noted. "Her vision and dedication will be especially valued as we work to bring about social changes needed to accommodate the work and family responsibilities of American women and men."

The influx of women into the labor force, particularly among wives and mothers, is one of the major issues being addressed by the Labor Department under Brock's leadership. The Women's Bureau, which has a staff of 80 people and a budget of $5 million, serves as a policy advisor to the Secretary of Labor on working women's issues. In addition to its Washington, D.C., headquarters, the Women's Bureau has offices in 10 regional cities across the country.

Dennis said that under her direction the Women's Bureau will continue advocating employer-sponsored child-care programs, flexible work schedules and benefit packages, and other work-family needs. Education and outreach efforts will be emphasized, she noted. Other programs of the bureau will also continue, including helping employers and employees deal with the impact of high technology, providing direction for teenage women, encouraging corporate advancement for women and targeting employment and career opportunities for all women.

Dennis, who was designated by Redbook Magazine as one of the 12 outstanding women in Pennsylvania in 1977, served as secretary of the Department of Community Affairs under Governor Richard Thornburgh from 1980 until now.

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DECEMBER 1986

NEW WOMEN'S BUREAU DIRECTOR CALLS WORKING WOMEN'S ISSUES 'A TOP NATIONAL PRIORITY'

WASHINGTON -- Shirley Dennis, new director of the Labor Department's Women's Bureau, has called issues of working women "one of our top national priorities."

Writing for a column in Labor Relations Today, a bimonthly publication of the department's Bureau of Labor-Management Relations and Cooperative Programs, Dennis pointed out that, while women have always participated in the work force, "there is a major difference" between the issues of today's working women and those faced by women in the past.

In the past, women were accepted in the workforce on a temporary basis, such as during World War II, but "women today are in the work force to stay, and permanent accommodations are required," Dennis said.

Noting that the nation is heavily involved in the issues of working women, Dennis said "this is one of our top national priorities. We must bring about permanent social change to benefit working women and their families."

Dennis wrote:

"A few years ago, without a national support system, working women tried to be superwomen--perfect mothers, perfect wives, and perfect workers. In many cases what they achieved was perfect exhaustion. Fortunately, women have proven themselves in the workplace. The superwoman's cape can be left behind. But the demands we all face in balancing work and family responsibilities remain and cannot be overlooked."

"Work and family demands are not women's problems alone. Increasingly, men are becoming involved in the work-family arena. The concerns of dual-career couples, single parents, and employees with elderly or dependent relatives take their toll in the work place. Employers, unions, educators, and virtually all segments of society are addressing these issues in some way."

Dennis, who recently took charge of the Women's Bureau, praised Secretary of Labor William E. Brock for his "strong leadership role in bringing work-family life issues to the forefront."

Describing these issues as "an important frontier," Dennis said she will participate in a conference, "Work and Family Life: Seeking a New Balance," to be held March 30 and 31, 1987, in Washington, D.C. The conference is coordinated by the Bureau of Labor-Management Relations and Cooperative Programs which is headed by Stephen I. Schlossberg, deputy under secretary of labor.

As the new director of the Women's Bureau and chief federal advocate for the country's 51 million working women, Dennis pledged that the bureau would continue its efforts to work with various women's groups. She also underscored her personal commitment to develop a dialogue on the issues of work and family life as she travels around the country in the coming months.

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In addition to her duties in that office, Dennis served as chairperson of the Pennsylvania Martin Luther King, Jr., Holiday Commission and as a member of numerous Governor's committees.

She also represented the state at the national level, chairing the National Leadership Conference of Women Executives in State Government and serving as a member of the Department of Housing and Urban Development Task Force on Minority Youth Employment and of the National Council for a Black Economic Agenda.

Dennis joined the Pennsylvania Department of Community Affairs in 1979, serving first as executive deputy secretary and then as acting secretary before being named to head the agency in April 1980.

From 1971 to 1979 Dennis was managing director of the Housing Association of Delaware Valley, a United Way-supported housing research and advocacy agency in Philadelphia. Before that, she served as housing director for the Philadelphia Urban League and worked as an equal opportunity specialist for the Philadelphia Redevelopment Authority.

Dennis has been active in numerous civic groups in Pennsylvania and in Philadelphia. In 1985, she served as a member of that city's delegation attending the U.N. Decade for Women Conference held in Nairobi, Kenya.

She has received over 100 awards and honors, including the National Association of Negro Business and Professional Women's Clubs, Community Service Award in the Political Field, 1981; and the Black Women's Educational Alliance Outstanding Community Services Award, 1982. She also has been recognized in Who's Who in American Politics, 1983; Foremost Women of the Twentieth Century, 1984; and Who's Who Among Black Americans, 1985.

Dennis, who has a degree in business administration from Temple University, is married to William D.C. Dennis, president of the Board of Commissioners of Abington Township, Pa., and has three daughters and one grandson.

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